TABLE 1. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC TWO-YEAR INSTITUTIONS BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, BY ENROLLMENT AND PREPARATION LEVEL, 1986-87

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
		MINIMUM SALARIES			
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	28	19,177	16,655	13,440	29,339
ENROLLMENT 1,000-1,999	68	18,033	17,814	13,000	29,339
ENROLLMENT 2,000 AND OVER .	169	18,885	19,121	12,430	24,324
TOTAL	265	18,697	18,436	12,430	29,339
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	28	21,112	19,524	14,370	30,807
ENROLLMENT 1,000-1,999	71	19,629	19,140	14,000	30,807
ENROLLMENT 2,000 AND OVER .	194	20,745	21,253	13,430	26,446
TOTAL	293	20,510	20,457	13,430	30,807
SIX YEARS					
ENROLLMENT UNDER 1,000	22	21,135	20,535	15,300	28,260
ENROLLMENT 1,000-1,999	50	20,438	20,000	15,768	28,260
ENROLLMENT 2,000 AND OVER .	151	22,410	22,678	14,362	28,260
TOTAL	223	21,842	21,597	14,362	28,260
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	24	25,525	22,220	16,229	35,208
ENROLLMENT 1,000-1,999	55	23,586	22,884	16,695	35,208
ENROLLMENT 2,000 AND OVER .	157	24,857	24,853	15,297	34,170
TOTAL	236	24,628	24,388	15,297	35,208
		MAXIMUM SALARIES			
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	28	27,332	26,541	17,920	41,080
ENROLLMENT 1,000-1,999	66	26,212	24,852	17,910	41,080
ENROLLMENT 2,000 AND OVER .	168	29,959	29,640	19,290	39,921
TOTAL	262	28,734	28,217	17,910	41,080
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	28	30,900	30,589	19,160	45,477
ENROLLMENT 1,000-1,999	71	29,376	28,600	20,641	45,477
ENROLLMENT 2,000 AND OVER .	193	32,963	32,570	19,927	45,553
TOTAL	292	31,893	31,090	19,160	45,553
SIX YEARS					
ENROLLMENT UNDER 1,000	22	31,189	32,405	20,400	38,978
ENROLLMENT 1,000-1,999	49	30,879	30,128	22,680	40,633
ENROLLMENT 2,000 AND OVER .	151	35,833	35,800	21,203	48,450
TOTAL	222	34,279	33,300	20,400	48,450
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	24	39,381	35,598	21,639	64,548
ENROLLMENT 1,000-1,999	54	35,351	33,692	22,471	64,548
ENROLLMENT 2,000 AND OVER .	159	39,243	39,864	21,628	50,402
TOTAL	237	38,370	37,686	21,628	64,548

TABLE 2. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC TWO-YEAR INSTITUTIONS BASING THE SALARY SCHEDULE ON FACULTY RANK, BY ENROLLMENT AND FACULTY RANK, 1986-87

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
		MINIMUM SALARIES			
INSTRUCTOR					
ENROLLMENT UNDER 1,000	11	18,526	17,814	15,242	23,916
ENROLLMENT 1,000-1,999	21	19,328	18,858	16,000	22,091
ENROLLMENT 2,000 AND OVER .	75	18,702	18,858	10,660	27,512
TOTAL	107	18,807	18,858	10,660	27,512
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	6	20,103	19,706	18,857	21,687
ENROLLMENT 1,000-1,999	21	21,949	21,687	16,600	25,188
ENROLLMENT 2,000 AND OVER .	67	21,443	21,687	12,730	32,721
TOTAL	94	21,471	21,687	12,730	32,721
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	4	23,221	23,444	20,495	25,500
ENROLLMENT 1,000-1,999	20	25,136	24,517	19,149	29,357
ENROLLMENT 2,000 AND OVER .	67	25,056	24,517	14,910	38,301
TOTAL	91	24,993	24,517	14,910	38,301
PROFESSOR					
ENROLLMENT UNDER 1,000	6	26,544	26,113	23,244	31,000
ENROLLMENT 1,000-1,999	21	27,930	27,345	17,800	33,527
ENROLLMENT 2,000 AND OVER .	66	29,110	27,365	17,770	46,705
TOTAL	93	28,678	27,345	17,770	46,705
		MAXIMUM SALARIES			
INSTRUCTOR					
ENROLLMENT UNDER 1,000	11	28,367	26,402	20,495	44,092
ENROLLMENT 1,000-1,999	21	26,506	26,402	19,100	30,849
ENROLLMENT 2,000 AND OVER .	74	28,271	27,678	18,841	44,057
TOTAL	106	27,932	26,835	18,841	44,092
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	6	27,423	27,298	22,289	30,880
ENROLLMENT 1,000-1,999	21	29,682	30,174	21,000	33,275
ENROLLMENT 2,000 AND OVER .	67	32,840	30,444	25,296	48,067
TOTAL	94	31,788	30,174	21,000	48,067
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	4	31,829	33,973	24,239	35,131
ENROLLMENT 1,000-1,999	20	34,164	33,945	23,205	38,000
ENROLLMENT 2,000 AND OVER .	67	37,922	35,131	30,903	53,810
TOTAL	91	36,828	34,245	23,205	53,810
PROFESSOR					
ENROLLMENT UNDER 1,000	6	35,488	35,705	27,729	41,400
ENROLLMENT 1,000-1,999	21	37,678	37,718	22,500	43,600
ENROLLMENT 2,000 AND OVER .	65	43,408	40,196	34,365	63,366
TOTAL	92	41,583	39,495	22,500	63,366

TABLE 3.--SCHEDULED MINIMUM SALARIES OF FOUR-YEAR AND HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT AND FACULTY RANK, 1986-87

RANK AND ITEM	ENROLLMENT: LESS THAN 5,000	5,000 TO 9,999	10,000 OR MORE	TOTAL
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	48	36	48	132
SCHEDULED SALARIES				
MEAN	17,769	18,416	20,541	18,953
MEDIAN	17,199	17,199	20,653	17,853
LOW	12,180	14,018	12,960	12,180
HIGH	25,200	25,200	25,200	25,200
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	50	35	49	134
SCHEDULED SALARIES				
MEAN	21,164	21,758	23,913	22,325
MEDIAN	20,880	21,000	24,800	21,641
LOW	13,873	16,688	15,759	13,873
HIGH	29,800	29,800	29,800	29,800
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	50	35	49	134
SCHEDULED SALARIES				
MEAN	25,259	26,509	29,252	27,046
MEDIAN	24,422	25,500	31,738	25,503
LOW	15,683	19,000	19,000	15,683
HIGH	35,200	35,200	35,200	35,200
PROFESSOR				
NUMBER OF INSTITUTIONS	50	35	49	134
SCHEDULED SALARIES				
MEAN	31,055	32,495	36,289	33,345
MEDIAN	30,021	31,000	36,780	31,965
LOW	23,420	20,699	24,255	20,699
HIGH	42,400	42,400	49,064	49,064

TABLE 4.--SCHEDULED MAXIMUM SALARIES OF FOUR-YEAR AND HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT AND FACULTY RANK, 1986-87

RANK AND ITEM	ENROLLMENT: LESS THAN 5,000	5,000 TO 9,999	10,000 OR MORE	TOTAL
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	46	34	42	122
SCHEDULED SALARIES				
MEAN	25,582	27,410	28,626	27,139
MEDIAN	25,568	27,615	28,296	28,296
LOW	17,500	18,841	18,841	17,500
HIGH	39,562	35,200	35,000	39,562
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	50	35	49	134
SCHEDULED SALARIES				
MEAN	31,908	34,069	34,740	33,508
MEDIAN	31,842	33,409	33,660	32,945
LOW	23,319	26,130	23,319	23,319
HIGH	46,582	47,000	48,200	48,200
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	50	35	49	134
SCHEDULED SALARIES				
MEAN	38,867	41,472	42,423	40,848
MEDIAN	38,005	39,168	40,812	39,168
LOW	29,520	33,453	29,520	29,520
HIGH	55,099	62,000	62,000	62,000
PROFESSOR				
NUMBER OF INSTITUTIONS	48	35	46	129
SCHEDULED SALARIES				
MEAN	47,702	51,288	53,988	50,916
MEDIAN	44,372	49,548	49,548	49,548
LOW	35,919	35,632	35,919	35,632
HIGH	71,755	75,000	75,000	75,000

TABLE 5.--SCHEDULED MINIMUM SALARIES IN PUBLIC FOUR-YEAR INSTITUTIONS OF HIGHER EDUCATION, BY FACULTY RANK AND TYPE OF INSTITUTION, 1986-87

RANK AND ITEM	DOCTORATE GRANTING	COMPREHENSIVE	GENERAL BACCALAUREATE	PROFESSIONAL AND SPECIALIZED
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	16	83	30	3
SCHEDULED SALARIES				
MEAN	21,104	19,158	17,330	18,061
MEDIAN	24,118	17,853	16,091	16,430
LOW	12,960	12,180	12,667	14,719
HIGH	25,200	23,743	23,743	23,035
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	16	84	30	4
SCHEDULED SALARIES				
MEAN	25,142	22,420	20,491	22,814
MEDIAN	27,457	22,641	19,681	21,707
LOW	15,759	14,810	13,873	18,042
HIGH	29,800	28,600	27,955	29,800
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	16	84	30	4
SCHEDULED SALARIES				
MEAN	29,884	27,483	24,251	27,488
MEDIAN	33,963	25,633	22,976	27,168
LOW	19,000	18,650	15,683	20,416
HIGH	35,200	33,072	33,072	35,200
PROFESSOR				
NUMBER OF INSTITUTIONS	16	84	30	4
SCHEDULED SALARIES				
MEAN	36,952	33,867	29,976	33,228
MEDIAN	41,512	32,236	27,857	33,102
LOW	24,255	20,699	24,255	24,310
HIGH	42,400	49,064	40,966	42,400

TABLE 6.--SCHEDULED MAXIMUM SALARIES IN PUBLIC FOUR-YEAR INSTITUTIONS OF HIGHER EDUCATION, BY FACULTY RANK AND TYPE OF INSTITUTION, 1986-87

RANK AND ITEM	DOCTORATE GRANTING	COMPREHENSIVE	GENERAL BACCALAUREATE	PROFESSIONAL AND SPECIALIZED
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	8	82	29	3
SCHEDULED SALARIES				
MEAN	29,077	27,875	24,895	23,541
MEDIAN	31,458	28,296	25,378	18,841
LOW	18,841	18,841	18,574	17,500
HIGH	35,000	39,561	39,562	34,281
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	16	84	30	4
SCHEDULED SALARIES				
MEAN	37,678	33,648	30,984	32,827
MEDIAN	37,200	32,024	30,574	32,337
LOW	23,319	25,469	23,319	26,130
HIGH	48,200	47,000	46,582	40,505
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	16	84	30	4
SCHEDULED SALARIES				
MEAN	46,374	40,862	37,968	40,035
MEDIAN	46,600	39,168	36,484	40,027
LOW	29,520	30,289	29,520	31,684
HIGH	62,000	62,000	55,099	48,403
PROFESSOR				
NUMBER OF INSTITUTIONS	15	81	29	4
SCHEDULED SALARIES				
MEAN	65,670	50,085	45,548	51,357
MEDIAN	71,200	49,548	42,344	49,002
LOW	35,919	35,632	35,919	36,225
HIGH	75,000	75,000	71,755	71,200

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DATABASE/RESEARCH

Salaries Scheduled for Higher Education Faculty 1987-88

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FOREWORD

This report presents results of the annual College and University Faculty Salary Policies Survey which is sent to the 1,519 public institutions of higher education in the 50 states and the District of Columbia. The results of this survey provide information on faculty salaries **scheduled to be paid**; although the scheduled salaries are not an indicator of the average levels of faculty salaries **actually paid**, the statistics do provide a review of the status of institutional salary policies.

Information on minimum and maximum scheduled salaries for each rank and/or preparation level is included in this report. The ability to compare scheduled salaries at one institution with a group of similar institutions may be useful to NEA affiliates in negotiating salary policies, to legislatures as they consider appropriations for institutions of higher education, and to the higher education community in long-range planning.

NEA Research extends appreciation to those institutions who provided the data for this report through their survey responses.

Questions should be directed to Suzanne Edgar of the Research Division of the National Education Association at (202) 822-7436.

January 1989

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HIGHLIGHTS

The highlights below and the tables that follow are based on salary schedules from 821 public institutions of higher education; 616 of these are two-year institutions, and 205 are four-year institutions.

For two-year public institutions:

- o Slightly more than two-thirds (68 percent) base their salary schedules on academic preparation.
- o Nearly one-third (32 percent) base their salary schedules on faculty rank.
- o Mean minimum salaries range from $18,981 for a bachelor's degree and $18,918 for an instructor to $24,795 for a doctor's degree and $29,889 for a professor.
- o Mean maximum salaries range from $28,597 for a bachelor's degree and $29,889 for an instructor to $38,595 for a doctor's degree and $44,976 for a professor.

For four-year public institutions:

- o More than 99 percent base their salary schedules on faculty rank. (The one four-year institution reporting a salary schedule based on academic preparation is omitted from the tables.)
- o Mean minimum salaries range from $19,411 for instructors to $33,583 for professors.
- o Mean maximum salaries range from $28,734 for instructors to $53,890 for professors.

TECHNICAL NOTES

This survey was sent to the 1,519 public institutions of higher education in the 50 states and the District of Columbia which are listed in the Education Directory, Colleges and Universities. Exactly 1,213 institutions responded to the survey, for a 79.9 percent response rate. More detailed information about the response rate is shown in Table A.

TABLE A.
POPULATION SIZE AND RESPONSE RATE

Population size	
Two-year institutions in population	962
Four-year institutions in population	557
Total number of questionnaires mailed	1,519
Returned questionnaires	
Returns from two-year institutions	752
Returns from four-year institutions	461
Total number of questionaires returned	1,213
Response rate	
Response rate from two-year institutions	78.2%
Response rate from four-year institutions	82.8%
Total response rate	79.9%

As noted in Table A above, 1,213 institutions returned questionnaires. Data for 821 institutions are included in this report. These 821 institutions include:

- o Data for 728 institutions which reported either complete salary schedules or minimum and maximum scheduled salaries.

- o Data for 93 institutions which reported either minimum or maximum scheduled salaries.

Of the 1,213 questionnaires returned, data for 392 institutions are excluded from this report for the following reasons:

- o Data from 17 institutions which base salary schedules on criteria other than rank or preparation have been excluded.

- o Data from 5 institutions classified as U.S. service academies or medical schools are eliminated since their salary schedules are not comparable to those of other public higher education institutions.

- o Only 1 four-year institution reported a salary schedule based on academic preparation; data from this institution are not included.

- o Data are not included from 369 institutions which reported neither a salary schedule nor minimum/maximum scheduled salary ranges.

The unit of analysis is the institution or each campus of institutions having more than one campus listed in the **Education Directory**. Therefore, the statistics about scheduled salaries are not weighted by numbers of faculty involved. Summary statistics are provided for institutions grouped by their type and enrollment in order to allow users an opportunity to assess salary conditions in similar institutions.

Policies of higher education institutions concerning full-time faculty salary limits scheduled to be paid in 1987-88 are summarized in this report. The scheduled minimum and maximum salaries for full-time faculty having a given rank or academic preparation level are reviewed, and the salary schedule highs, lows, and medians are summarized.

DEFINITIONS

Salary schedule, as defined in the survey questionnaire, is "an officially adopted policy that designates minimum and maximum salaries for each rank, and that may also designate the number and amounts of salary increments for faculty members at each rank."

Minimum scheduled salary - The beginning salary or the salary of the first entry in a salary lane for faculty having a given level of academic preparation or faculty rank.

Maximum scheduled salary - The salary listed for the final regular increment in a given faculty rank, or preparation level, or the top salary the institution reports it will pay to regular faculty in a given rank or preparation level who do not qualify for special merit, longevity, extended service, and/or distinguished status.

The following are the defined categories of classification provided by the Center of Education Statistics along with the description of the institutons within them:

a. Four-year Institutions:

o Doctorate-Granting Institutions - Institutions that grant a minimum of 30 doctoral-level degrees in three or more doctoral-level program areas or an interdisciplinary program at the doctorate level.

o Comprehensive Institution - Institutions that have a diverse post-baccalaureate program but the number of doctoral-level degrees grantees is fewer than 30, or in fewer than three doctoral level programs. Also, these institutions grant a minimum of 30 post-baccalaureate degrees either in three or more post-baccalaureate programs, or an interdisciplinary program at the post-baccalaureate level.

o General Baccalaureate Institutions - Institutions that have a primary emphasis upon undergraduate baccalaureate education. These institutions either grant baccalaureate degrees in three or more baccalaureate programs or offer a baccalaureate program in interdisciplinary studies. Also, more than 75 percent of the degrees awarded are at the baccalaureate level or above.